

**STATE HUMAN RELATIONS COMMISSION  
FULL COMMITTEE MEETING MINUTES  
DOVER, DELAWARE**

**Thursday, September 10, 2015**

The September monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4<sup>th</sup> Floor Executive Conference Room, Wilmington, Delaware.

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**Attendance:**

**Commission Members Present:** Chairperson Calvin Christopher, Commissioners Mashoor Awad, Diaz Bonville, Whittona Burrell, Erika Caesar, Chok-Fun Chui, Bernice Edwards, Stephen Elkins, Earnest Gulab, J. Michael Harpe, Rose Mary Hendrix, Prameela Kaza, Gail Launay-Tarlecki, Nance Maihoff, Lorenzo Murdaugh, Olga Ramirez, Misty Seemans, Walter Smith, Jr. and Robert Watson, Jr.. DAGs Paige Schmittinger and Zoe Plerhoples.

**Commission Members not present:** Commissioners Wallace Dixon (unexcused), Douglas James (excused), Roy Sudler, Jr. (unexcused) and Rosemarie Williams (excused).

**Staff from Division of Human Relations Office:** Romona Fullman, Vince Petroff and Kelly Fox

**Members of the public present:** Andrew Cherry and Jamaal Bivens.

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**I Call to Order**

The meeting was called to order by Chair Christopher at 7:11 p.m., followed by a period of silent meditation.

**II Approval of Minutes**

The minutes for the June SHRC meeting were submitted for review and reviewed. A motion was made to accept the minutes. Motion was seconded. A vote was taken, motion carries with no opposition.

The minutes for the July SHRC meeting were submitted for review and reviewed. A motion was made to accept the minutes. Motion was seconded. A vote was taken, motion carries with no opposition.

### III Members of the Public Present

No expressions were made.

### IV Chair's Report

Topic / Discussion	Actions to be Taken	Leaders	Due Date
Commissioner Training – Chair Christopher reported that training will remain an agenda item as opportunities for training are expanded. Commissioner participation in training sessions is important.	Training to be planned and scheduled	All Commissioners	Ongoing
Commissioners were invited to contact office to suggest training topics and share opportunities relevant to the SHRC. There was discussion on methods (webinars, workshops, videos, etc.) and dates, times and places for training.	Commissioners to communicate training desires.	All Commissioners	Prior to next meeting.
SHRC Meeting (regular/committee) - a quorum must be established to hold a valid meeting. Commissioners were urged to communicate their attendance prior to the meeting.	Commissioners to communicate their attendance prior to a meeting.	Director Fullman	Undefined.
SHRC Vacancies / Reappointments – Chair Christopher was recently contacted by Governor's office regarding vacancies. CHR Chair Maihoff received applicants names from the Governor's office and is attempting to schedule interviews. Interviews are public meetings.	Continue efforts to fill vacancies		
Office of Civil Rights and Public Trust – Chair Christopher reported that Allison Reardon attended the August Executive meeting and plans to attend the September.	Confirm Allison Reardon's attendance at October	Chair Christopher	

<p>Commission Committees – Chair Christopher asked Committee Chairs and members to review Committee responsibilities (bylaws) to determine if updates are needed. Committee Chairs also asked to review 2014 Action Plans to assess progress. Director Fullman asked forward action plan template for 2016 planning.</p>	<p>Review Committee responsibilities; determine if updates are needed.</p> <p>Review 2014 Action Plans</p> <p>Review strategies and develop action plans.</p>	<p>All Committee members</p> <p>Committee Chairs</p>	<p>Undefined</p> <p>Undefined</p>
<p>Discussions on Race Relations in Delaware – Chair Christopher and Director Fullman are participating in meetings convened by United Way of DE to discuss race relations in Delaware. Chair Christopher also participated in a meeting held in the Governor’s office on the issue of an apology for slavery in DE. Discussions on this matter will continue. More information to be provided when it is received.</p> <p>Dismantling the New Jim Crow – A Coalition has been formed on Dismantling the New Jim Crow. The Coalition will be holding a conference in November. A calendar of events is to be developed.</p>	<p>Additional information to be shared on the consideration of an apology for slavery being issued.</p> <p>Calendar of events to be developed.</p>	<p>Chair Christopher</p> <p>Chair Christopher</p>	<p>As it becomes available.</p> <p>Undefined</p>
<p>Dover Human Relations Commission – Chair Christopher and Romona previously met with the Chair and expressed a willingness to work cooperatively on matters of mutual concern.</p> <p>Director Fullman suggested the SHRC should be prepared to promote amicable relations when there is community conflict. Commissioner Maihoff made a recommendation for possible mediation trainers.</p>			
<p>Support form Attorney General’s Office – Chair Christopher reported that a new DAG is assisting DAG.</p>			

Zoe Plerhoples was introduced to the Commission.			
Episcopal Church in Rehoboth – Chair Christopher discussed the issue of vandalism that occurred at the Episcopal Church in Rehoboth. Commissioners Elkins, Maihoff and Launay-Tarlecki shared information on the incident. Commissioner Launay-Tarlecki asked for the Commission take more action in the community.			

## V Director's Report

Topic / Discussion	Actions to be Taken	Leaders	Due Date
Commissioner Launay-Tarlecki shared an event she witnessed at the First State Community Action Agency film and discussion recently over voting rights of the mentally disabled. Director Fullman advised that follow action has been scheduled as a result of that event. A discussion took place between Commissioners and staff concerning planning community activities and trainings.			
Director's report will be sent electronically following the meeting.	Send Director's report electronically.	Director Fullman	Following meeting.
Human Relations Statistical Report – Commissioner Launay-Tarlecki indicated the number of cases on the Statistical Report related to Common Interest Communities indicates to her there is a pattern. Director Fullman advised Commissioners that if they have a group or organization interested in fair housing or equal accommodations they should contact the Division.			

## VI Committee Reports

Topic / Discussion	Actions to be Taken	Leader	Due Date
<u>Public Awareness Committee (PAW)</u> – No report.			
<p><u>Legislative Committee</u> – Commissioner Seemans reported the Committee met prior to the Commission meeting. As a follow-up to the Commission’s vote to support the repeal of the death penalty and the letter drafted and sent by Legislative Committee Chair on behalf of the Commission, ACLU has asked if the Commission can be listed as a Coalition Partner. Commissioner Seemans made a motion to become a Coalition Partner. Commissioner Murdaugh seconded the motion. A discussion took place concerning the responsibilities of being a Coalition Partner. A vote was taken by show of hands. Commissioner Awad was opposed. Commissioner Caesar abstained. Commissioner Bonville was not present for the vote. All other were in favor. Motion carries. Actions to be taken by the Committee will be reviewed with DAG prior to taking action.</p> <p>Commissioner Caesar asked that in the coming months Paige Schmittinger discuss what is covered under the enabling statute.</p>	<p>Become a ACLU Coalition Partner</p> <p>Memo concerning what is covered under the enabling statute.</p>	<p>Commissioner Seemans</p> <p>Paige Schmittinger</p>	<p>Undefined</p> <p>Undefined</p>
<p><u>Community Response Committee (CRC)</u>– Commissioner Maihoff reported they interviewed 2 candidates for the Commission this evening. With possibly 2 more candidates to be interviewed next month. She will be in contact with Boards and Commissions office for additional candidates for the Commission. Commissioner Maihoff will submit the Committee’s</p>	Candidates to be scheduled for interviews.	Commissioner Maihoff	Next Committee meeting and ongoing.

recommendations to Chair Christopher. Chair Christopher will submit those recommendations to the Boards and Commissions' office.			
<p><u>Governor's Council on Equal Employment Opportunity Committee (GCEEEOC)</u> – Commissioner Launay - Tarlecki reported that the September meeting was cancelled. Next meeting will be October 7<sup>th</sup>. On 9/26 there will be a workshop on Community Leadership. Commissioner Launay Tarlecki will forward the information to Director Fullman or Kelly.</p> <p>Chair Christopher advised that the Interdenominational Ministerial Council has challenged the Governor's office on the lack of diversity in State employment. Director Fullman advised there is a link in the Director's report to the Council's report to the Governor. The GCEEEO will be looking at the report.</p>	Forward information concerning 9/26 workshop.	Commissioner Launay -Tarlecki	Undefined

## VII Old Business

Topic / Discussion	Actions to be Taken	Leader	Due Date
Chair Christopher raised the issue of earlier start times for monthly Commission meetings and hearings. There was some discussion. Chair Christopher asked that Commissioners give the matter some thought and prepare to discuss further at the next meeting.	Review the possibility of changing the Commission meetings and Hearing start times.	All Commissioners	Prior to next SHRC meeting.

## VIII New Business

Topic / Discussion	Actions to be Taken	Leader	Due Date
9/27- 10/1 Chair Christopher and Director Fullman will be attending the 2015 International Association of Official Human Rights Agencies (IAOHRA)	Agenda to be forwarded.	Chair Christopher	Undefined

conference in Alabama.			
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## IX Good News

Topic / Discussion	Actions to be Taken	Leader	Due Date
None			

## XI Meeting Adjourned

The Commission meeting was adjourned at approximately 8:59 p.m. by Chair Christopher.